DOCUMENT RESUME

ED 233 625 HE 016 048

AUTHOR Jones, George W.; And Others
TITLE Standards for Religious Programs.
PUB DATE Jul 82
NOTE 12p.; Document may not reproduce well.
PUB TYPE Legal/Legislative/Regulatory Materials (090) -- Guides - Non-Classroom Use (055)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Church Related Colleges; *Church Role; Ethics; Guidelines; Higher Education; Moral Values; *Religion; Standards; *State Church Separation; *State Colleges; *Student Development
IDENTIFIERS *Campus Ministry

ABSTRACT

Standards and interpretive guidelines for religious programs at colleges and universities are presented. Religious programs assist students to achieve religious development through: (1) the articulation of a personal philosophy of life; (2) acquisition of skills and knowledge needed to address issues of values, ethics, and morality; and (3) an understanding of the interaction of faith, intellectual inquiry, and social responsibility. Religious programs also provide an institutional forum for dialogue between representatives of the religious and the secular. While church-related institutions may state a preference for a particular faith or church, public institutions cannot give any preferential treatment to a particular religion or faith. Provisions for religious programs on a public campus must be made through cooperation with noncampus agencies that may legally provide such services and programs. In addition to religious services and activities, institutions may provide counseling services to promote spiritual or religious growth. Private institutions may provide facilities to suit the purpose of a religious group, but public campuses that provide space for a specific religious group must be reimbursed for its expenses. Additional standards and guidelines are presented for staff, activities, facilities, and finances. (SW)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED233625

STANDARDS FOR

RELIGIOUS PROGRAMS

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

✓ This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

George Jones

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

HE 016 048

Contributing Writers: George W. Jones, ACPA
Fr. Richard J. Devine, NASPA

Draft Manager: Boris C. Bell, ACU-I

July, 1982

STANDARDS

I. PURPOSES AND GOALS

A. In the furtherance of their institutional goal to promote the total growth of their students, colleges and universities shall offer religious programs for objectives such as the following:

1. To enable students to achieve full spiritual growth and development.

2. To foster a campus atmosphere in which all members of the college community may freely express their religious faiths.

B. In specific terms, these programs are intended:

1. To assist students to achieve the religious development they seek through:

   a. The articulation of a personal philosophy of life;

   b. The acquisition of skills and knowledge needed to address issues of values, ethics and morality in life;

   c. An understanding of the interaction of faith, intellectual inquiry and social responsibility as bases for finding and affirming meaning and satisfaction in life.

2. To provide an institutional forum for dialogue between representatives of the religious and the secular.

3. To provide a public, institutional witness to the relevancy of religious/moral values.

4. To provide the college community with the opportunity to express its faith(s).

INTERPRETATIVE GUIDELINES

I. PURPOSES AND GOALS

A. The definition of religion in this document is expressed in functional terms rather than in substantive terms. The courts have held that individuals holding secular life philosophies, as well as those adhering to theistic faiths, enjoy the protection of the First Amendment.

A clear distinction should be made between two separate but related functions of a university, viz. promoting the academic study of religion and facilitating programs that promote the religious growth of its students. Neither can be substituted for the other and, similarly, neither must be subordinated to the other.

An even-handed accommodation of all religions and faiths by the public institution has been mandated by the courts. With due regard for the legal constraints of church-state relationships, the public institution must meet the following conditions to pass the court-directed test for non-establishment of religion:

1. A secular purpose, in this case, the total development of the student as a person.

2. No (or only incidental) aid to a particular faith

3. No entanglement of the two staffs - those of the institution and those of the outside agency - in the affairs of the other.

B. In supporting programs promoting the religious and spiritual development of its students, a private or church-related institution may state its preference for a particular faith or church and may directly provide resources for this purpose. Public institutions, on the other hand, are prohibited by the U.S. Constitution from giving any such preferential treatment to a particular religion or faith, to all religions or faiths, or to any anti-religious philosophy or belief. Provisions for religious programs on a public campus, therefore, must be made indirectly, i.e. through cooperation with non-campus agencies which may legally provide such services and programs.

II. HUMAN RESOURCES

A. Full-Time Staff

1. Campus religious programs are typically carried out or coordinated by an assigned administrator or committee working cooperatively with adjunct staff members named by the several religious groups represented in the student body.

2. Full-time staff functions shall include:

   a. The development and communication of policies relating to religious programs which are educationally sound and legally acceptable.

   b. The development of procedures whereby students may organize for religious or moral purposes and participate in programs and activities aimed at their spiritual and religious growth.

   c. The provision of opportunities for counseling in relation to students' religious programs.

   d. The facilitation of access to campus facilities for those responsible for religious programs.

3. Qualifications for Full-Time Staff:

   a. An understanding of and commitment to spiritual and religious development as a part of a student's human growth.

   b. The ability to treat in a fair manner all varieties of campus religious experience and personal faith.

   c. A masters degree in student personnel counseling or religion. A doctorate is desirable for the staff member having over-all supervision or coordination of the religious program.

B. Support Staff

1. Adequate secretarial and clerical staff shall be provided to effect the goals of the religious program.

C. Adjunct Staff

1. Typically, representatives of various religious faiths are recognized by the university as adjunct staff members in the institution's religious program. This allows them access to students and other members of the university community in the promotion of the moral and spiritual growth of these constituencies.

II. HUMAN RESOURCES

A. Full-Time Staff

1. Normally the assigned staff function within or in association with the staff responsible for student development activities.

   Preferred titles at private institutions are chaplain, campus minister or director of religious life. At public institutions, the title director or coordinator of religious programs is more appropriate because of the predominantly educational and liaison functions of the position.

2. Programs in a church-related institution which directly provides religious services normally require one chaplain for each 1,000 students. At public institutions, a full-time staff member is recommended for each 10,000 students.

   On a public campus, the staff member can greatly facilitate the work of the adjunct religious staff members, e.g. by providing access to campus facilities, securing the religious preference information, and distributing publicity.

3. On a campus that is not church-related, the person responsible for the religious program should be a paid staff member of the university and thus clearly accountable to the institution. This officer should be perceived to be unbiased and neutral in his/her relationships to all agencies participating in the program. The practice of appointing an adjunct staff member on a voluntary basis to this position causes confusion about primary accountability and may complicate the university's relationships to other adjunct religious agencies.

B. Support Staff

1. Student staff workers and volunteers may fulfill many of the clerical and secretarial needs of the program.

C. Adjunct Staff

1. Within the framework of any legal and/or ecclesiastical limitations to which it may be subject, an institution shall have clear policies regarding access to students and other members of the campus community by representatives of the various religious faiths to which they belong.
2. The qualifications of adjunct staff members shall be consistent with the requirements of the particular religious body which they represent and shall be appropriate for an educational setting.

III. PROGRAMS, SERVICES, ACTIVITIES

A. Religious programs and services will vary depending on the requirements and beliefs of specific denominations and faiths.

B. All institutions shall provide opportunities for students to:

1. Understand, affiliate with and express their faiths
2. Relate their faiths to academic and professional programs through a variety of informational and experiential activities
3. Seek individual counseling and/or group associations for the examination and application of spiritual values and beliefs to life.

IV. FACILITIES

A. A readily identifiable location or office shall be provided for the person(s) on the institutional staff with responsibility for religious programs.

B. Opportunity shall be provided all student religious groups to utilize campus facilities on the same basis as other student organizations.

C. Wherever possible, but especially in residential units, suitable areas for individual meditation and/or small group spiritual interaction are desirable.

3. Adjunct personnel should be assigned in proportion to the size of that faith or denominational group in the student body. The ratio of one full-time campus minister to each 1,000 students of that particular faith is desirable. Part-time personnel should be encouraged when smaller numbers of students require their services.

III. PROGRAMS, SERVICES, ACTIVITIES

A. In church-related and private colleges, religious ministry and religious programs are usually provided directly by staff members of the institution. In the case of public colleges, institutional staff members coordinate programs, while adjunct personnel associated with the religious groups provide the direct ministry.

B. Personnel responsible for religious services and activities may offer programs such as the following:

1. Personal and/or communal worship

2. Opportunities for prayer and meditation

3. Religious nurture

4. Service opportunities

5. Opportunity to propogate specific faiths

6. Advocacy for particular ethical or moral policies in public life.

C. In addition, institutions may provide counseling services to promote spiritual or religious growth. Co-curricular programs (e.g. lectures, discussions, service projects) which are designed to help students understand their faiths and the faiths of others may also be promoted.

IV. FACILITIES

A. Private institutions may provide facilities specifically designed to suit the purpose of a preferred religious group. While public institutions may not make such accommodations, they should provide fair and equitable arrangements to enable individual religious groups to utilize needed facilities.

B. On public campuses, whenever space is made permanently and/or exclusively available for specific religious personnel of adjunct agencies, arrangements should be made whereby the university is reimbursed for its expenses.

STANDARDS

V. FINANCES

A. The institution shall provide funds for all personnel, facilities and programs for which it assumes direct responsibility.

B. Funding for personnel and programs of adjunct agencies (i.e. not directly provided by the institution) must be assumed by the sponsors of the adjunct agency.

VI. RELATIONSHIPS WITH FACULTY AND OTHER GROUPS AND AGENCIES

A. Since religion and spirituality are a concern of many academic disciplines and have an important impact on most aspects of student development activity, staff assigned to religious programs shall consult with and coordinate their programs with interested colleagues in other areas.

B. Adjunct personnel from religious groups shall be met with on a group basis; but due to their diversity, individual contacts and direct communications shall also be maintained.

VII. EVALUATION

A. Each institution should require a regular evaluation of its religious program to determine cost effectiveness, the achievement of goals and the publics being reached.

B. This evaluation may be made in concert with the periodic examination of the diverse needs and interests of students and other members of the campus community.

VIII. RELIGIOUS RIGHTS AND FREEDOMS

A. The Constitutional rights of students, faculty and staff of all religious beliefs shall be respected and provisions made so that institutional policies and practices do not interfere with the free exercise of religion by any.

B. Institutional procedures should be maintained in such a way as to allow students, faculty and staff to exercise their right of access to the resources necessary for the practice of their particular faith. They should have the same freedom to organize for religious purpose as for any other purpose.

V. FINANCES

A. At a minimum the institutional budget should provide sufficient funding for any staff member(s) and student activity space it assigns to its religious program. If this assignment accounts for only a part of an individual staff member's work-load, the budget should clearly indicate the portion available for religious programs.

B. College staff members may consult with adjunct religious staff in securing adequate financing for their programs from sources available to them.

VI. RELATIONSHIPS WITH FACULTY AND OTHER GROUPS AND AGENCIES

A. Faculty and staff may be related to in a formal way through such means as advisory councils or informally through personal contacts by the director/coordinator or chaplain.

B. Specific programs and action projects may arise from many sources -- academic departments, on-campus groups (such as residence halls and college unions) and off-campus organizations, whether local, regional and/or national. Continuing attention should be given to developing and improving these relationships with both on-campus and off-campus publics.

VII. EVALUATION

A. Data should be collected from officers and advisers of campus religious organizations to determine the effectiveness of policies affecting religious activity and relationships maintained with adjunct agencies.

B. This data should be scrutinized regularly, in light of the growing body of constitutional law in the area of religion and higher education.

C. In the case of church-related institutions, policies and practices should be checked against the theological and moral standards of sponsoring bodies

VIII. RELIGIOUS RIGHTS AND FREEDOMS

A. Public institutions must avoid any policies or actions which favor one particular faith over another.

B. Private institutions which sponsor or require particular religious activities should clearly state so in their pre-admission literature, thus permitting a potential student to exercise free choice in this regard before admission.

C. All religious groups should be accorded the same rights and privilages and be held accountable in the same manner as any other campus organizations.

D. As the institution carries out its academic program, fair and reasonable consideration should be given to the need of campus members to participate in the basic activities of their faiths.

INTERPRETATIVE GUIDELINES

C. The staff of the institution should work to provide free access for all groups and points-of-view to the public forums provided by the institution.

D. Membership requirements for on-campus religious groups should be consistent with their stated purposes. No such group should be required to participate in any institutional arrangement or program in which the members believe they would be violating a principle or tenet of their faith. Accommodation should be made in university schedules so that students and staff from religious minorities may carry out the essential practice of their religion.